

**WJW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2011 - May 31, 2012**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi Media Journalist	1-5, 7-10, 13-14, 16-36, 38, 40-50	38
Production Assistant	1-5, 7-10, 13-14, 16-36, 38, 40-50	38
Producer	1-5, 7, 9, 13-14, 16, 18-20, 22-23, 26-27, 29-32, 34-35, 37-38, 41-50	38
Producer	1-5, 7, 9, 13-14, 16, 18-20, 22-23, 26-27, 29-32, 34-35, 37-38, 41-50	37
Technician	1-7, 9-11, 13-16, 18-20, 22-23, 27, 29-35, 38, 41-50	11
Maintenance Technician	1-7, 10-11, 13-16, 18-20, 22-23, 27, 29-35, 41-50	11
Anchor / Reporter	1-7, 9-11, 13-16, 18-20, 22-23, 27, 29-35, 38, 41-50	11
Associate Producer	1-7, 10, 13-16, 18-20, 22-23, 27, 29-35, 38, 41-50	38
Account Executive	1-2, 4-7, 9-10, 13-16, 18-20, 22-23, 26-27, 29-35, 41-50	9
Graphics Artist	1-2, 4-7, 9-10, 12-20, 22-23, 25, 27, 29-36, 39-47, 49-50	12

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**II. MASTER RECRUITMENT SOURCE LIST ("MRS L")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Women in Radio & Television 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703 506-3290 Email : info@awrt.org Fax : 1--- Kate - Career Services	N	0
2	Ashland University 401 College Avenue Ashland, Ohio 44805 Phone : 419 289-4142 Url : <a href="http://www.myinterfase.com/asjland/employer">http://www.myinterfase.com/asjland/employer</a> Email : khagans@ashland.edu Fax : 1--- Karen Hagans	N	0
3	Asian American Journalists Association 1182 Market Street Suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : national@aja.org Fax : 1--- Karen Swing	N	0
4	Baldwin Wallace College 275 Eastlake Road Berea, Ohio Phone : 440 826-2101 Email : career@bw.edu Fax : 1--- Career Services	N	0
5	Cleveland State University 2121 Euclid Ave RW280 Cleveland, Ohio Phone : 888 CSU-Ohio Email : careers@csuohio.edu Fax : 1--- Career Services	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Fax : 1--- Michael Bille	Y	0
7	Cuyahoga Community College Attn: Career Services 700 Carnegie Ave Cleveland, Ohio 44115 Phone : Email : customerservice@tri-c.edu Fax : 1--- Career Services	N	0
8	Emma L Bowen Foundation 1229 Pennsylvania Ave NW 11th Floor Washington, District of Columbia 20004 Phone : 202 637-4494 Email : phyllis.eagle-oldson@corporate.ge.com Fax : 1--- Phyllis Eagle-Oldson	N	0
9	Employee Referral	N	16
10	Hispanic Link News Service 1420 N St NW Washington, District of Columbia 20005 Phone : Email : carlose@hispaniclink.org Fax : 1--- Carlos Erickson	N	0
11	Internal Candidate	N	11
12	Internal PT to FT	N	1
13	KDVR/KWGN 100 E Speer Blvd Denver, Colorado 80203 Phone : 303 595-3131 Email : Mercedes.romero@kdvr.com Fax : 1--- Mercedes Romero	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	KFOR/KAUT 444 E. Britton Road Oklahoma City, Oklahoma 73114 Phone : 405 478-6210 Email : shannon.gottschalk@kfor.com Fax : 1--- Shannon Gottschalk	N	0
15	KFOR/KAUT 444 E. Britton Road Oklahoma City, Oklahoma 73114 Phone : 4054786210 Email : alecia.metscher@kfor.com Fax : 1--- Alecia Metscher	N	0
16	KFSM 318 North 13th Street Fort Smith, Arkansas 72901 Phone : 479 783-3131 Email : debby.etzkorn@kfsm.com Fax : 1--- Debbie Etzkorn	N	0
17	Korean American Coalition 9562 Garden Grove Blvd. #R Garden Grove, California 92844 Phone : 714 590-6123 Email : Fax : Manual posting Lisa Oh	N	0
18	KSTU 5020 W Amelia Earhart Dr. Salt Lake City, Utah 84116 Phone : 801 532-1300 Email : janet.gray@fox13now.com Fax : 1--- Janet Gray	N	0
19	KTVI/KPLR 2250 Ball Drive St. Louis, Missouri 63146 Phone : 314 213-2222 Email : kristal.pruett@tvstl.com Fax : 1---	N	0

Kristal Pruett		
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20	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800 995-LCCC Email : careers@lorainccc.edu Fax : 1--- Career Services	N	0
21	NAACP 2131 Stokes Blvd. Cleveland, Ohio 44106 Phone : 216 231-6260 Email : information@clevelandnaacp.org Fax : 1--- Career Services	N	0
22	NATAS-Lower Great Lakes Chapter c/o Thatcher Management Svcs LLC 7650 Chippewa Road, Suite 305 Brecksville, Ohio Phone : 440 526-EMMY Email : administrator@natasgl.org Fax : 1--- Career Services	N	0
23	National Association of Black Accountants 7474 Greenway Center Drive Suite 1120 Greenbelt, Maryland 20770 Phone : 301 474-NABA Email : customerservice@nabainc.org Fax : 1--- Charles Quinn	N	0
24	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 866 964-2765 x2718 Uri : http://careerservices.nabj.org Email : stephanie.mcgee@boxwoodtech.com Fax : 1--- Stephanie McGee	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202 429-3928 Email : Fax : Manual posting Theresa Bates	N	0
26	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202 662-7145 Email : nahj@nahj.org Fax : 1--- Anna Lopez	N	0
27	National Association of LaRuza Raul Yzaguirre Building 1126 16th Street NW Washington, District of Columbia 20036 Phone : 202 785-1670 Email : comments@nclr.org Fax : 1--- Career Services	N	0
28	National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 973 992-7311 Email : nbmbaa@workplacediversity.com Fax : 1--- Wayne Jose	N	0
29	National Black Media Coalition 1738 Elton Road #314 Silver Springs, Maryland 20904 Phone : 406 248-4450 Email : nbmc2000@aol.com Fax : 1--- Phuria Marshall	N	0
30	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626 792-6462 Email : info@nhmc.org Fax : 1---	N	0

Career Services		
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Native American Journalists Association University of OK Gaylord College 395 W. Lindsey Norman, Oklahoma Phone : 405 325-9008 Email : jharjo@ou.edu Fax : 1--- Career Services	N	0
32	Native American Public Telecommunications 1800 N 33 Street Lincoln, Nebraska 68503 Phone : 402 472-3522 Email : native@unl.edu Fax : 1--- Career Services	N	0
33	Ohio Association of Broadcasters 88 East Broad Street Suite 1180 Columbus, Ohio 43215 Phone : 614 228-4052 Email : pgeary@oab.org Fax : 1--- Patricia Geary	N	0
34	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216 447-9117 Url : http://www.beonair.com Email : gary@beonair.com Fax : 1--- Gary James	Y	3
35	Organization of Chinese Americans 1322 18th Street Washington, District of Columbia Phone : 202 223-5500 Email : oca@ocanational.org Fax : 1--- Career Services	N	0
36	Plain Dealer Plain Dealer Plaza 1801 Superior Ave Cleveland, Ohio Phone : 216 999 3743 Email : drichardson@plains.com	N	0

Fax : 1---

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Resume on file	N	1
38	Station Website	N	32
39	TvJobs.com	N	1
40	Urban League 2930 Prospect Ave E Cleveland, Ohio 44115 Phone : 216 622-0999 Email : Fax : Manual posting Career Services	N	0
41	WDAF 3030 Summit St, Signal Hill Kansas, Missouri 64108 Phone : 816 753 4567 Email : thermal.stewart@wdaftv4.com Fax : 1--- Thermal Stewart	N	0
42	WGHP 2005 Francis St. High Point, North Carolina 27263 Phone : 336 821 1207 Email : becky.austin@wghe.com Fax : 1--- Becky Austin	N	0
43	WHNT 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 256 535-9215 Email : nonda.sloan@whnt.com Fax : 1--- Nonda Sloan	N	0
44	WHO 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515 242-3500 Email : mary.phares@whotv.com Fax : 1--- Mary Phares	N	0

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45	WITI 9001 N Green Bay Rd. Milwaukee, Wisconsin Phone : 414 586-2206 Email : julie.bednarek@fox6now.com Fax : 1--- Julie Bednarek	N	0
46	WNEP 16 Montage Mountain Rd. Moosic, Pennsylvania 18507 Phone : 570 346-7474 Email : debbie.drechin@wnep.com Fax : 1--- Debbie Drechin	N	0
47	WQAD 3003 Park 16th Street Moline, Illinois 61265 Phone : 309 764-8888 Email : molly.mayfield@wqad.com Fax : 1--- Molly Mayfield	N	0
48	WREG 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 904 543 2333 Email : randy.culbertson@wreg.com Fax : 1--- Randy Culbertson	N	0
49	WTKR 720 Boush Street Norfolk, Virginia 23510 Phone : 757 446-1000 Email : pamela.hall@wtkr.com Fax : 1--- Pamela Hall	N	0
50	WTVR 3301 W. Broad St. Richmond, Virginia 23230 Phone : 804-254-3600 Email : bmuoio@wtvr.com Fax : 1---	N	0

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<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>65</b>

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**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/28/2011	Participation in Job Fairs	Job Fair that was attended by the public as well as CSU students.	2	VP Finance Asst. News Director
2	11/3/2011	Participation in Job Fairs	Baldwin Wallace Intern/Job Fair that was open to students.	2	VP Finance VP Creative Services
3	11/16/2011	Participation in Job Fairs	Attended Job Fair at Ohio Center for Broadcasting.	2	Chief Engineer VP Finance
4	11/16/2011	Establishment of training programs for station personnel	Dow Lohnes & Local TV LLC did a training conference call to train sales personnel in political legal advertising requirements.	7	GSM GM LSM NSM
5	1/19/2012	Establishment of a mentoring program	Research Director Jim Curtain held a ratings training session for the staff/interns of New Day Cleveland. Methodology of ratings, the type's of ratings, and uses of ratings in the day-to-day operations of Fox 8 sales and management were covered.	7	Research Director
6	2/16/2012	Establishment of training programs for station personnel	Conference training call to educate station department heads and various second line news managers in the proper methods for EEO Compliance.	8	VP Finance GM News Director Chief Engineer
7	2/24/2012	Participation in events or programs sponsored by educational institutions	Ashland University invited Scott Sabol to address a Multimedia Journalism class about working in the broadcast news industry.	1	Meteorologist
8	3/8/2012	Participation in events or programs sponsored by educational institutions	A group of teen students from Jack and Jill of America, Inc came to WJW and were hosted for the day by a broadcast engineer. They were also addressed by the news director. They were walked through the behind the scene and each position explained in detail. The students went away with an in-depth perspective on how a television station is run.	2	Broadcast Engineer VP News Director
9	3/9/2012	Participation in events or programs sponsored by educational institutions	Asst. News Director conducted a tour for a group of high school students from Orange High School. The students toured the station and had discussions with several members of the news and engineering staff about broadcast careers.	1	Assistant News Director

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
10	4/12/2012	Participation in events or programs sponsored by educational institutions	WJW Tech employee spoke to the students at the Ohio center for Broadcasting sharing first hand knowledge with the students of the broadcast industry on the topics related to their course of study.	1	Technician